

Robert G. Vickery

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**P. O. Box 153
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Focus

To further develop our companies into a full compliance provider that exceeds industry expectations through highly trained and experienced employees, up to date training information as well as forward thinking initiatives.

Brief

- More than 20 years of leadership and strategic marketing experience in solid waste management, landfill operations, collection, recycling and disposal services for residential, commercial and industrial accounts:
 - Contract Negotiation
 - Profit Margin Analysis
 - Compliance Management
 - Landfill Operations
 - P & L Accountability
 - Advisory Committee Representative
 - Strategic Planning
 - Team Building
 - Supervision/Leadership
- In-depth knowledge of the Solid Waste Rules as well as understanding the structure of the Texas Commission on Environmental Quality will allow me to accomplish the goals of being compliant with both company policies and the environmental rules
- Well-developed contacts with state and national political representatives
- Expertise in creating strategic plans, conducting executive-level presentations, responding to communitywide questions and concerns, developing agreements and negotiating agreements in order to drive results
- TCEQ MSW A License

Professional Experience

Texas Environmental Training & Compliance, LLC. 2009 – Present
Owner - responsible for business development and Project Management of Texas' only Municipal Solid Waste License Training provider.

Other duties include:

- Consulting with small companies to develop compliance programs, ensure that these companies are meeting the environmental rules that are specific to their industry.
- Develop audit programs that are site specific.
- Develop training programs for the solid waste industry as well as the environmental regulated industry.
- Develop on-line training for the municipal solid waste industry.

Environmental Data Management Systems, LLC (EDMS) 2011- Present
Secretary/Treasurer – responsible for business development, sales and marketing as well as developing new programs for the environmental compliance industry that EDMS provides.

Other duties include:

- Consulting with facilities on compliance issues
- Develop site specific reporting processes

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Republic Services, Inc.

1994 to 2009

While at Republic, I have held various positions and responsibilities within the company that have molded my leadership capabilities and qualify me for a management position.

Special Waste Sales (2004 to 2009)

Researched and developed TSCA (PCB) program for the landfill with accountability for managing relationships with Ashland, Univar, Air Liquide, PSC; consulted with customers regarding solid waste management and compliance issues, implemented solution oriented strategies to increased revenue and boost profits.

- Negotiated high profit margin agreements and increased sales – average over \$45.00 per ton; drive \$2.5 million in annual revenue
- Worked with hauling divisions to secure permanent special waste hauling services
- Sold special waste into most of all Republic's facilities in Texas

Major Accomplishments at Republic:

- Completed two permit amendments (existing facilities) with no public opposition nor request for public hearings
- No notices of violation while GM
- **Awarded Landfill of the year for the Southwest Region for Republic (2 times)**
- Member of the Ellis County Environmental Task force that was awarded the TCEQ Environmental Excellence Award
- Served on several TCEQ workshop committees
- Contributed to the development of Special Waste policies for Republic
- Led team efforts in the development of Environmental Compliance Policies for Republic
- Trained Republic employees on special waste identification and rules
- Permitted (by the EPA) a TSCA (PCB) landfill at a sub-title D facility.
 - Only one in the nation that is permitted.
 - Texas is not a delegate state for PCB regulations

Major Sales Accomplishments at Republic:

- City of Waxahachie is a 10-year contract with a 10-year option. Republic landfill named disposal facility. Contract is valued at \$1.5 million per year.
- City of Italy is a 10 - year with 10-year option.
- Pending \$1.8 million project with City of Ft. Worth – CSC is named disposal facility – City waiting on budgeted funds
- Pending \$4.0 million project with EPA (Greenville Project)
- Partial List of Signed Master Services Agreements and Special Waste Service Agreements:
 - Univar
 - American Electric Power (AEP)
 - The Clayton Group
 - Hulcher Resources
 - Clean Harbors – Occidental (Oxy Vinyls)
 - Ashland Chemical
 - GE – PCB's at CSC
 - Alcoa
 - Air Liquide – Texas Instruments
 - Philip Services

General Manager/Environmental Manager
1997 to 2004

Directed Landfill Operations, Sales, Compliance, P & L and personnel with accountability for 8 other landfills' environmental compliance

- Increased annual revenue from \$3.5 million to \$10 million as General Manager with No Notices of Violation and No Notices of Enforcement
- Developed the only sub-title D approved TSCA facility in the nation
- Supervised 17 on-site personnel and one (1) outside salesman
- Represented Republic at the Solid Waste Advisory Committee meetings

Sales Manager (1995-1997)

Directed 6 high-performance sales representatives, developed compensation plans and territories, trained sales staff on Special Waste rules

- Coordinated the approval process for waste streams
- Member of the Eagle's club

Compliance Manager (1994 to 1995)

Monitored compliance requirements with responsibility for approving waste to be disposed at a landfill facility and Environmental compliance at Republic's Texas facilities

- Represented Republic at TCEQ meetings

ETTL Engineers & Consultants 1990 to 1994

While at ETTL, I was trained in various environmental departments.

Environmental Technician: gained in-depth understand of environmental impact and compliance.

- Certified in Asbestos identification
- Certified in Lead Abatement
- Supervisor for UST Tank removals
- Construction and Materials Testing – Troxler certified
- Monitoring well installation
- Geotechnical logging of borings

Community Service:

- Volunteered for a number of Environmental Clean up projects in area municipalities
- Past Chairman of Ellis County Illegal Disposal Task Force
- Former Frost ISD School Board Member
- Currently serve on the board of the newly organized Frost Community Center and Food Bank
- Currently serve as a Trustee for Frost United Methodist Church
- Youth Coach for local recreational basketball league (Little Dribblers)

Education

Graduated from Neches High School, Anderson County, Texas – Valedictorian – 1979

Attended Stephen F. Austin State University

Major: Biology - minored in Chemistry

Completed 72 credit hours toward Bachelors of Science Degree

Hobbies

Private Pilot
Hunting and Fishing
Raising Cattle